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Cambridge strikers win 1st-pact arbitration

Toronto — Responding to a petition by the Southern Ontario Guild, the provincial labor board has ordered the appointment of a neutral arbitrator to settle the union's bargaining dispute with the Cambridge Reporter on a first contract.

About 30 Guild members struck the 14,000-circulation Thomson-chain daily in early November, after 18 months of talks failed to produce an initial agreement. Several pickets were injured in the bitter and sometimes-violent strike.

Under the brief order Feb. 21 by the Ontario Labour Relations Board, the strikers were immediately returned to their jobs and the process was begun to select an arbitration panel. The board was to issue a report later on its reasoning for the decision.

This marks the Guild's first use of a relatively new Ontario law to take an initial contract to arbitration. Under the 1984 law, either side may petition for an arbitrated settlement when "collective bargaining has been frustrated."

SONG President Gail Lem hailed the board's decision and said the dispute was a "textbook case" of where the law should be applied. "If we couldn't get arbitration, I don't know who could."

Thomson's demands for unilaterally controlled "pay for performance" wage schemes led to a breakdown in bargaining at the Reporter, and at the Guelph Mercury, where another 25 Guild members have been striking for a first contract since November.

The Cambridge arbitration was

ordered following 13 days of testimony before the labor board over a two-month period. SONG representatives Fran Soboda and Bill Petrie were on the stand for seven of those days.

"It's been a long struggle, and we're very glad about the decision," said striking reporter Elizabeth LeReverend, co-chair of the Guild Strike Support Committee. The bargaining unit includes workers in the paper's news, advertising, business and circulation departments.

"We're anxious to return to work, and anxious to meet the people who crossed the lines," LeReverend said, referring to seven union-covered employees and 15 or so strikebreakers who helped Thomson publish throughout the walkout.

A gathering of 50 people — strikers, their families and supporters — celebrated at the Cambridge strike headquarters before that office was closed, LeReverend added.

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Vancouver petitions for 215

Vancouver — After a strong majority signed membership cards, the Vancouver Guild has asked British Columbia's Industrial Relations Council for certification to represent the 215 assistant circulation district advisers at Pacific Press, which publishes the Vancouver Province and Sun.

The assistant DAs, also known as submanagers, are regular part-time employees who perform such tasks as ensuring that carriers deliver their routes, collect carriers' bills, deliver receipts to carriers and serve as trouble-shooters for the DAs. A substantial number are women.

The DAs long have been covered by the Guild-Pacific Press contract, as have other circulation employees and advertising, business office, editorial, maintenance and other employees of the Southam-chain dailies.

The Guild petitioned for bargaining rights for the new group March 6 after a three-week effort saw several members from Pacific Press's inside circulation department, co-ordinated by Georgia Chisholm, meet six days a week with the assistant DAs before and after their work shifts, which mostly begin before dawn.

"We filed with a strong majority and more cards have been coming

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Guelph strikers' spirits bolstered by supporters' rally

Political, education, business and union figures and representatives of TNG, the Southern Ontario Guild and its other units join SONG members striking the Thomson chain's Guelph Mercury for a solidarity rally outside the daily's plant Feb. 28. Speaker here (right) is Derek Fletcher, member of the Ontario Parliament from Guelph. Other speakers included mayoral candidate Peter Meisenheimer, once a Mercury free-lancer, TNG Canadian Director John Bryant, Oshawa Guild-unit Chair Mark Stewart and SONG Representative Fran Soboda.



Key top to hit \$1,130 in Reuters Canada pact

Toronto — Top minimum-pay rate for deskpersons, photographers and reporters at Reuters Canada will be increased by \$49.31, to \$1,035.41 a week, April 1 under a new, four-year Canadian Wire Service Guild contract with the news and information service.

It will be the second raise in the rate in less than a month under the agreement. The first, \$46.96 effective March 3, was retroactive for 11 months, to April 1, 1991, the new pact's effective date.

Pay raised 3% as Guild, CBC extend pact 4th year 5

Increases in the contract's basic rates over its full term total 19%, with upgradings and reclassifications pushing minimum rates up by as much as 32% over the same period, reported J. E. MacDonald, the Guild's executive officer and chief bargainer.

All first-year basic-rate increases are fully retroactive; up-

gradings and reclassifications are retroactive for six months.

Additional raises of \$51.77 and \$43.48 the next two years will take the top-minimum for experienced newsmen to \$1,130.66 a week on April 1, 1994.

Increases to persons being paid more than the minimum rates will at least maintain their differential over the basic rates.

The pact covers some 55 clerical, editorial and technical employees of Reuters-Canada.

Top minimum for technicians, one of the pay groups upgraded in the settlement, is increased by \$43.50 (5%) this April 1, to \$913.50 a week, following a 9.3% (\$75) retroactive increase. Their top will go to \$997.54 in 1994, following raises totaling \$202.54 a week. Top rate is for those with five years' experience.

Top minimum for the upgraded, new classification encompassing client support clerks and systems co-ordinators will go to \$666.75

April 1, up by \$120.44 from the top of their pay group under the previous contract. Retroactive increase is \$88.69 (16%). Full-term increases total \$181.78, putting the rate at \$728.09 a week April 1, 1994, for those with three years' experience.

Top for the highest-paid clerical classification, inventory control clerk, is increased by a total of \$152.90, to \$902.67 in the contract's final year, with \$37.49 fully retroactive, \$39.37 this April 1, and increases of \$41.32 and \$34.72 each of the next two years.

Other improvements in the new contract include a one-year reduction in the years of service necessary for five weeks' annual vacation, to 11, addition of two weeks, to eight, in the amount of paid maternity leave available, addition of a four-week minimum to severance pay entitlements, and a 5-cent increase in the mileage reimbursement rate, to 50 cents.

The new contract also contains

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2nd TV group chooses Puerto Rico Guild

San Juan, Puerto Rico — A group of 60-plus employees of television station WLII voted March 5 to be represented by the Puerto Rico Guild, becoming the second TV group on the island to gain Guild representation in a little over a year.

In an election supervised by the National Labor Relations Board, 39 employees voted for the Guild, 11 voted for "no union," and eight ballots were challenged.

The challenges will not be resolved, however, since the votes

could not affect the outcome.

The union petitioned the NLRB in mid-January for certification to represent the WLII-TV group after a majority of employees signed membership cards, Puerto Rico Guild President Charlie Ramis said.

The new group includes the station's reporters, editors, camera operators and other production workers. WLII-TV is owned by a partnership controlled by Malrite Communications Group, Inc.

In late 1990, the Guild was vol-

untarily recognized as the union for all 125 employees at WKAQ-TV in San Juan after their former union, Asociacion Puertorriquena de Artistas y Tecnicos del Espectaculo, disclaimed interest. The station is owned by Telemundo of Puerto Rico, Inc.

The Puerto Rico Guild now represents more than 700 employees

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Dale pledges TNG aid to 1,200 at Boston Globe 3

TNG, SONG tell ministry of labor-law reform need

Toronto — In presentations to the Ontario Ministry of Labour, representatives of TNG and the Southern Ontario Guild have endorsed most of the reforms in the province's labor law being proposed by the New Democratic Party government of Premier Bob Rae.

Appearing on succeeding days during February ministry hearings on the reform proposals, TNG Canadian Director John T. Bryant and SONG President Gail Lem and Executive Officer Paul Pelletier also recommended some changes and additions to what is officially titled at this point the ministry's "discussion paper" on the proposals.

The proposals, the ministry says, are aimed at "a number of problems" that have developed in the 15 years since the labor law last was substantially amended. The problems "impede the right to organize and the development of co-operative relationships" between employers and their employees' unions, it added.

Pointing to several of those problems in the newspaper industry, both the SONG and TNG representatives urged that the reforms' drafters take with more than a few grains of salt the protestations by publishers, their organizations and their papers' editorials against the reforms' enactment.

Representatives of the Canadian Daily Newspaper Assn. and of some of the nation's largest media companies told the hearings the same two days that the proposals are unneeded, would tilt the "playing field" in unions' favor, jeopardize some newspapers' survival, wreak havoc with the provincial economy, and need more study.

They were particularly vehement in their condemnation of the government's proposals that would outlaw the hiring of strikebreakers and ban the transfer of supervisors, managers and employees from one publication to another to do the work of strikers.

Newspapers, however, "are labor intensive businesses" with less than admirable labor relations records and "will not support any amendments . . . that truly strengthen the ability of workers — their own employees especially — to organize and bargain collectively," TNG's Bryant testified.

Said SONG's Lem and Pelletier: "It is self-interest rather than the public interest talking" when editorials attack labor-law reform proposals.

All the Guild witnesses endorsed the proposal to permit some managers and supervisors to organize, urging that the line not be drawn below those few who have

final authority on hiring, firing and major discipline.

All also endorsed the proposal to reduce from 55% to 50% the number of membership application cards from a group of employees that make possible a union's certification without an election.

Once employees have decided to organize, there should not be unnecessary delays to the start of bargaining, the labor ministry said in explaining its proposal.

Signing a union card long has been viewed as voting for the union by employees who sign one, the SONG witnesses said.

The number of cards necessary to precipitate a vote, now 45 percent, should be reduced to 35 percent, rather than the 40 percent in the government's recommendation, Lem and Pelletier suggested.

The Guild witnesses also endorsed the proposal to make first-contract arbitration more readily available, eliminating the necessity of a union convincing the labor board in hearings that a contract has not been reached because "collective bargaining has been frustrated." Instead it would be available for the asking after the parties have been in "a legal strike/lockout position for more than 30 days."

All also endorsed the government's proposal to ban an employer's using strikebreakers to perform strikers' work, including anyone "hired or engaged between the day notice to commence bargaining is given and the end of the strike or lockout."

Experience has shown that publishers have been willing "to pay strikebreakers two, three and even four times the wages of striking union members" rather than seek seriously to bargain a resolution of a strike, Bryant told the hearing.

Bryant scoffed at some news-industry witnesses' assertions that the strikebreaker ban is unnecessary because union-management relations in the industry are based on mutual respect. He pointed to the city-wide Toronto lockout in 1964 and to more recent strikes in Sudbury, Oshawa, Hamilton, Ottawa, and most recently in Guelph and Cambridge.

"Even anti-sab legislation won't put workers on a 'level playing field' with employers in the news industry — but it will go some distance in that direction," Bryant said.

Lem and Pelletier pointed to the use of "replacement workers" in the Guild's strikes in Cambridge and Guelph as the cause of "anguish, tension and even violence."

It also has "drained an enormous amount of resources from the police departments in both cities," they said.



They also suggested that the legislation "ensure that work given to contractors such as free-lancers is not expanded" during a strike.

Bryant urged that the government not be swayed from its reform proposals by the objections of employers. The proposals will "make Ontario a place where the employer of the future will simply have to locate," he said, "in order to recruit the kind of labor no enterprise will be able to do without."

Lem and Pelletier suggested that the Rae government also give serious consideration to expanding its proposals to include a bar to a local union being placed under trusteeship by an international because the local "has engaged in reasonable dissent or has sought affiliation with another union."

"We believe that properly run unions have nothing to fear from legislative rules ensuring minimal standards of democracy," they said, pointing to strike votes, ratification votes, the choice of officers and "minimal standards of Canadian autonomy within international unions."

The government said earlier that it intends to introduce specific labor law reform legislation in the spring.

S.F. group eyes appeal after VDT law voided

San Francisco — Members of the Northern California Guild and other unions are gathering funds to aid an appeal of a judge's ruling that struck down the city's landmark VDT worker-safety ordinance.

The Guild local plus locals of the Communications Workers and Service Employees, are members of the San Francisco VDT Coalition, which drafted the ordinance and lobbied for passage. The group is preparing to appeal if the City of San Francisco does not.

The law, adopted in December 1990, was overturned Feb. 13 by San Francisco Superior Court Judge Lucy McCabe, who ruled that only the state may regulate health and safety in the workplace.

A similar argument was used in 1988 when a court overturned a VDT-protection law in Suffolk County, New York.

McCabe was ruling on a challenge to the ordinance by two small businesses and backed by several larger ones, including International Business Machines, the world's biggest computer manufacturer.

"What a blow for workers in the city," said Guild local representative and VDT Coalition activist Larkie Gildersleeve. "This means non-union VDT workers again have no protection except moral persuasion."

The city's Guild-covered employees will be less affected by McCabe's ruling than some office workers, because "there are fairly good VDT protections" in the local's contracts with the Chronicle, the Examiner and the papers' publishing agency, Gildersleeve said.

The ordinance focused on ergonomics, requiring employers of

15 or more workers to provide proper lighting, adjustable chairs and tables, anti-glare screens, work breaks and safety training.

"We believe that Judge McCabe is interpreting the law erroneously, and that the ordinance will be sustained on appeal," said Michael Rubin, an attorney for the VDT Coalition.

Using the same logic, building codes, smoking bans and other regulations by local governments to protect workers would be in jeopardy, he added.

VDT-protection bills backed by the California Labor Federation have failed in six consecutive sessions of the state legislature, "by being voted down, amended beyond usefulness or vetoed by the governor," the California AFL-CIO News said.

Another bill, which would provide protections similar to those in the city ordinance, is on this year's legislative agenda in Sacramento.

No California-OSHA standard for VDT safety exists, but the agency "now appears to be ready to move in that direction," Gildersleeve said.

Cal-OSHA has imposed special orders on several employers with high incidence of VDT-related injuries, including McClatchy Newspapers and the San Diego Union-Tribune, both after complaints by Guild locals.

Prosecutions for receiving data fought

Washington — TNG has joined other free-speech advocates in seeking reversal of convictions last year of two private citizens for receiving unclassified government documents.

In a joint friend-of-the-court brief filed Feb. 10, TNG and the American Civil Liberties Union asked the U.S. Court of Appeals to set aside convictions of Thomas McAusland and Christopher Pafort, marketing executives for Litton Data Systems Inc.

McAusland and Pafort were found guilty in U.S. District Court in Alexandria, Va., of receiving

information related to Litton's standing on U.S. defense procurements.

The Reporters Committee for Freedom of the Press also has joined the effort to overturn the convictions, filing a separate amicus brief with the appeals court.

In obtaining the convictions, prosecutors said it is a crime for citizens to receive unclassified information when they know or should know its release is contrary to internal government policy or practice.

In their brief, TNG and the ACLU argued that "government information is presumptively pub-

lic information" and that under the First Amendment and "in the absence of a clear and specific statute," the government should not prosecute private individuals for obtaining unrestricted information.

Under federal laws, government officials can be prosecuted for misuses of classified information, but those laws do not extend to private citizens, the brief asserted.

"It is clear . . . the government is stretching in this case" to apply those laws, argued the ACLU and TNG, which long has fought to protect the First Amendment rights of journalists and others.

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Guild support pledged for 1,200 at Boston Globe

Boston—A heavily attended March 3 membership meeting of the Boston Globe Employees Assn. repeatedly applauded a message of solidarity brought to the members and their union by TNG President Charles Dale for their struggle for an equitable new contract with the paper.

The BGEA has been without a contract for more than 14 months, since Dec. 31, 1990. It has represented the daily's administrative, advertising, business office, building service, circulation, editorial and other employees for more than 50 years.

Dale said he was there to publicly offer the BGEA all possible Guild assistance "for the duration of your battle for fairness and equity from your employer even though you are not part of the Guild."

He was doing so, he said, because "you are the people responsible" for the Globe's being "a major part of the newspaper industry" as one of the nation's "most prestigious papers."

The Guild would like to demonstrate the kind of resources that would be available as a matter of course if the BGEA became part of TNG, he said.

TNG's motives in doing so also are directed to the well-being of



BOSTON GLOBE EMPLOYEES ASSN. MEMBERS (RIGHT) APPLAUD TNG PRESIDENT CHARLES DALE (LEFT)
Seated beside Dale is Robert A. Jordan, president of the unaffiliated union that represents 1,200 of the daily's employees.

its current members, he added, pointing out that there will be "a negative impact on Guild bargaining if your contract is gutted, as the Globe would like it to be."

Chief stumbling blocks in the BGEA contract talks have been company demands for severe weakenings in protections against economy dismissals of full-time employees and against farming out

BGEA-covered work.

Globe management also is seeking weakenings in grievance and arbitration provisions and coverage of part-time employees. It also has gone to the National Labor Relations Board in an attempt to have dozens of employees ruled ineligible for continued contract coverage as supervisory and managerial.

The demands have been the in-

spiration for the BGEA's adapting to its struggle a Globe promotion slogan that begins "Have you seen the Globe today . . . ?"

In the BGEA's version it concludes: "... they're trying to take our jobs away."

Talks are continuing under the Federal Mediation & Conciliation Service.

Special panel studies convention, IEB size

Boston—A special subcommittee of TNG's Int'l Executive Board has been named to study and report on two areas to the full board at its spring meeting, where the IEB traditionally fashions recommendations to the union's convention on fiscal and other matters.

One of the special committee's charges is to identify and recommend changes that will be needed in TNG's Constitution to accommodate the union's move to biennial conventions in 1993.

Its other area for study is the possibility of trimming the size of the IEB itself, as another step in reducing TNG's administrative costs.

On his own motion, TNG President Charles Dale was authorized to appoint the special, three-member subcommittee at the conclusion of a special meeting of the IEB here Feb. 23-24 [Guild Reporter, Feb. 21].

The meeting was called to review TNG's financial performance and explore ways it can be improved. Just over 10 1/2 of the 12 1/2-hour meeting (noon-10:35 p.m. the first day and 8:40-10:30 a.m. the second) was spent in closed,

executive session by the board.

Dale later named Vice Presidents Larry D. Hatfield of Northern California, David M. Mulcahy of New York and Carol Przybyszewski of Erie to serve as the subcommittee.

Dale identified streamlining of the IEB as one of several ways to continue to pare the union's administrative costs, the principal rationale advanced in 1990-91 when TNG's membership in a referendum voted to cut the frequency of union conventions to once every two years, from annually, beginning next year.

IEB meetings were budgeted at \$70,000 for the current fiscal year, which ends March 31. Through December, expenditures stood at just under \$55,000. The Boston meeting was estimated to cost \$15,000 in the quarterly budget adopted during the session.

TNG's Constitution currently provides for an IEB of 16 members: a president and a secretary-treasurer (TNG's only full-time officers), an international chairperson, six vice presidents elected from the membership at large, and seven vice presidents elected by members within geographic reg-

ions from among their own number. One regional vice presidency, from Eastern Canada, currently is vacant.

Reducing the size of the IEB was one of the administrative economies discussed during a "Futures Forum" of TNG and local Guild leaders in the spring of 1989, convened by the IEB at Dale's suggestion.

Other steps considered then included switching to biennial conventions, reducing the frequency of the Guild Reporter to 12 issues a year, and paring the frequency of regular IEB meetings to three a year, from four. The first and the last have been enacted since, and the Guild Reporter has been trimmed to 18 issues, from 22.

In the only other action during its special two-day meeting, the IEB adopted an operating budget for the final quarter of the current fiscal year.

The budget projects total expenditures for the three-month period of \$1,282,353. That's \$3,240 more than actual expenditures during the previous quarter, ended Dec. 31, and \$715 more than TNG's income during those same three months. It also is \$63,570

more than was budgeted for the previous quarter, and \$44,167 and \$84,604 more than was budgeted for the first two quarters.

Two items showed substantial increases in the fourth-quarter budget over third-quarter expenditures: "institutes and seminars," reflecting the cost of the annual seminar for new local officers, held Feb. 14-17; and "repairs and improvements" to TNG's headquarters building, reflecting preparation of space in the building for its third tenant, a human resources consulting firm.

Those, however, were largely offset by projections of lower expenditures for printing and distributing the Guild Reporter and of lesser costs for international representatives' salaries and expenses, reflecting the retirement of Robert E. Bruner during the period.

TNG's general operating fund finished its fiscal year's first nine months with income ahead of expenditures by \$36,885, but its "accounts payable" stood at more than \$230,000, its debt to TNG's Defense Fund was at \$366,680, and it owed TNG's Organizing Fund \$68,800 at the end of December [Guild Reporter, Feb. 21]. The latter was in "old dollars," Dale explained, money owed before the \$1 per capita increase for organizing became effective late last year.

If operating expenses for the fourth quarter are on budget, it will bring total expenditures for the year in at \$91,403 less than the amount projected in the budget adopted by TNG's 1991 Convention.

While the IEB made no income projection for the fourth quarter, just over \$1.2 million will be necessary to reach the amount projected for the year by the convention: \$4,792,058. Third quarter income was just under \$1.3 million.

The convention projected an operating deficit of \$97,755 for the year.

Joint council set for talks at 8 weeklies

Vancouver—The Vancouver Guild and a Communications Workers local union have formed a joint council to co-ordinate their bargaining for some 200 employees at eight community papers that are owned by a chain based in Britain, Trinity Int'l Holdings.

Bargaining is set for this year at all eight of the papers: the Fraser Valley Record, Langley Times and Richmond Review, where the Guild represents employees; and the Abbotsford News, Castlegar News, Chilliwack Progress, Hope Progress and Peace Arch News, where CWA Local 226 represents employees.

More than 75 leaders and members of the unions' units at the papers approved the council's formation at a late February meeting in Abbotsford, where all the papers are printed in a central plant.

The Trinity Joint Union Council will share information on bargaining at all eight papers, provide research and support for each union's bargaining proposals and work to develop co-operation among members of both unions at all the papers by, among other things, producing and circulating an inter-union publication.

"Throughout North America there are many examples of inter-union co-operation which show that it is through unity that all members gain strength," said Jan O'Brien, the Guild's administrative officer.

The ultimate goal is full joint bargaining, she said, adding, that in the face of initial resistance from the company, each union at first will send observers to sit with the other's bargaining committees. First bargaining session is scheduled for March 25 in Fraser Valley.

Meanwhile, the Guild has filed unfair-practices charges and asked the B.C. Industrial Relations Council to throw out the sealed ballots from a decertification election held Feb. 21 in its unit at the Langley Times.

The Guild has been seeking an initial contract there since last April when employees voted for the Guild to be their union.

"We were very close to a settlement" when the decertification petition appeared, O'Brien said.

Key top at \$659 in Pottstown retro accord

Pottstown, Pa. — Top-minimum pay for key jobs in the news, advertising and circulation departments at the Pottstown Mercury increases by \$22.30, to \$659.56 a week, under a new contract between the Philadelphia Guild and the Goodson-chain daily.

Minimum pay rates in most classifications increase by 3.5%, retroactive to last March 15, under the one-year agreement.

The starting minimum for the key group — reporters, photographers, outside ad salespersons, layout artists and circulation supervisors — is raised by \$13.84, to \$409.24 a week.

The contract's highest minimum, covering desk editors, copy editors, department heads and advertorial employees, increases by \$24.40, to \$721.66 a week.

Top minimum for telephone solicitors and ad-visors is raised by \$15.74, to \$465.30 a week, while the top for maintenance workers advances by \$14.49, to \$428.48.

The top for telephone operators, customer service representatives, and advertising, circulation and editorial clerks increases by \$14.16, to \$418.83.

Also under the agreement, seven mailroom employees whose jobs include making deliveries are

moved to a new classification of truck drivers/persons in charge, and their pay rate is increased by \$1.36, to \$12.25 an hour.

Covering some 120 employees at the 29,000-circulation daily, the contract was approved by a strong majority of Guild members in late November, Guild local representative Beverly Powell reported.

The contract, effective through March 14, contains no givebacks on employees' protections or benefits, Powell said.

The Guild's bargaining team recently entered new talks with the Mercury's management on the next agreement, Powell added.

Cambridge strikers win 1st-pact arbitration

(Continued from Page 1)

The strike's enforced end came after 106 days of picketing by members braving sub-zero cold, attacks by motorists entering the Cambridge plant, and aggressive police actions. LeReverend herself was roughed up, and the Guild has filed a complaint with the Police Services Board on her behalf.

Employees returning to work Feb. 24-26 found a few strike-breakers still on the job, and the staff appeared to be slightly larger than before the strike, Petrie said.

Also, some beats were changed, and one returning outside salesperson was reassigned to a telemarketing position, at least initially. The Guild was considering a complaint seeking her return to the pre-strike job.

In Guelph, meanwhile, the Guild has re-submitted to the labor board an application for first-contract arbitration there. (To expedite

the board's handling of the Cambridge case, the union had withdrawn an earlier application in the Guelph dispute.)

Alleging that "things were different" in Guelph, management refused the Guild's request to join the two cases and present them to the arbitrator for a single resolution, Petrie said.

Management, however, has agreed to resume talks on a Guelph contract. Bargaining is set for March 23, the first scheduled talks since the strike began. The 19,000-circulation Mercury continues to publish, and strikers are maintaining picket lines.

The Cambridge arbitration panel was to include one member selected by each side, and a third member selected either by those two or by the provincial labor minister.

SONG was preparing to name attorney Jeff Sack of the local's

legal team, and management chose Bob Galivan, a lawyer and former member of the the labor board, Petrie said. It was uncertain how soon the panel might reach a final decision on the contract.

Other than contract issues themselves, there are unresolved charges against four strikers and three supporters arrested on the Cambridge picket line, as well as the Guild's complaint on the handling of LeReverend by police.

There also have been arrests and charges in Guelph, including a complaint by the Guild that a picket suffered a broken jaw in a struggle with police.

Guild leaders have alleged there was a pattern of police aggression against non-strikers to discourage support in the two communities for the walkouts.

Members of other labor and community groups bolstered strikers at several Guild rallies, includ-

ing on at Thomson's headquarters in Toronto.

Members also demonstrated that same day at the home of Ken Thomson, who controls the 175-newspaper chain in Canada and the United States.

Lem thanked members and leaders of other SONG units and Guild locals who walked picket lines or assisted strikers and their families with more than \$8,000 in contributions.

'I WAS WONDERING ...'

Tiny, shy carrier asks big question of pickets

Guelph, Ontario

ONE AFTERNOON on the picket line we looked down to see the face of a shy, blonde-haired girl.

Her father had walked her to the line on this cold, blustery day to ask us a question — one which many of us have had to ask ourselves at one time or another.

The girl stepped closer to her father and leaned her head into his jacket. Her father smiled and gently said, "Go ahead, ask them."

"I'm a carrier and I was wondering if I should stop carrying the paper until the strike is over, because I don't think it's right that I keep carrying the paper right now. What do you think I should do?" asked the tiny, shy voice.

The pickets looked at each other in stunned silence. For one picket, visions of fellow members came to mind, grappling with the question of whether or not to support their fellow workers for the betterment of everyone, or to cross the line for themselves.

The silence seemed to last quite long before an answer was offered.

"We wouldn't want to tell you

This is reprinted from "SONG Rats," newsletter of the Guelph unit of the Southern Ontario Guild, which has been striking the Guelph Mercury for an initial contract since Nov. 10. It was written by Eva Leisti, a part-time darkroom technician who is the unit's vice chairperson. "Rats" stands for "Reporters Against Thomson Slavery."

to stop carrying the paper. It is up to you to decide, but we would appreciate it if you did stop. We would never make you quit, though."

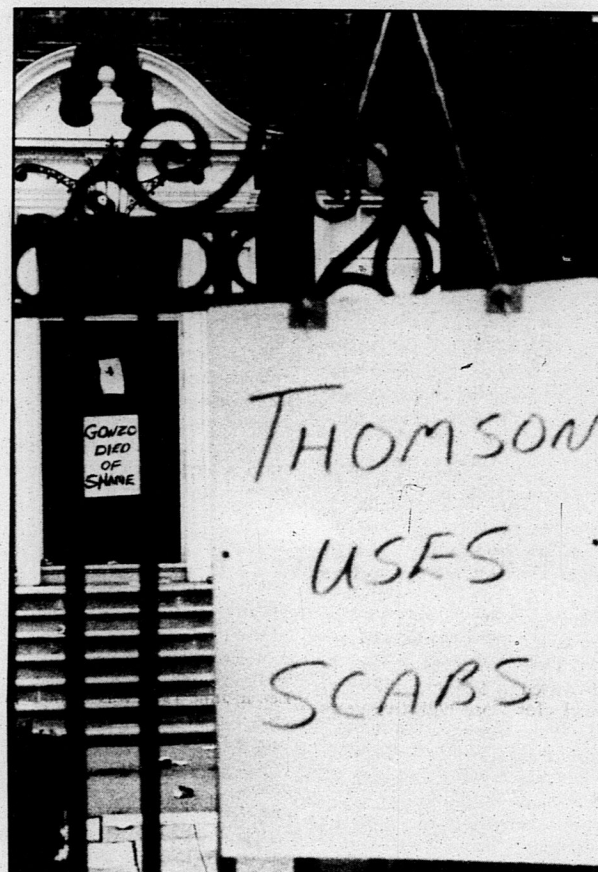
"Well, I just don't think it's right for me to keep delivering the paper right now," the girl repeated a little more confidently.

"Well, I think it's awfully grown-up of you to think that way and to come and ask us what we think," one of the pickets replied. "It would be really great if you did go in and tell them that you are going to stop just until the strike is over."

"Thank you, I think you

Strike 'calling cards' adorn Thomson mansion

These signs were left behind at the suburban Toronto mansion of Thomson-chain chief Ken Thomson after Guild strikers from the Guelph Mercury and Cambridge Reporter demonstrated outside the 23-room Georgian-style structure early this year. The small sign at left reads "Gonzo died of shame," a reference to Thomson's pet Wheaton terrier that died two weeks before Christmas 1990 as he slept with Thomson there. Another sign charged that Thomson, Canada's wealthiest individual, "sleeps with dogs, but puts people out on the streets."



answered my question," said the girl.

As the picket turned away she thought about what sort of an adult this little girl would be some day. Perhaps she will grow up to be a strong woman who will fight for the rights of people living in such an unfair world. Or perhaps the world will be just a little kinder to her because of what these pickets have been doing.

Reuters top to hit \$1,130

(Continued from Page 1) a statement recognizing the need for breaks from VDT work and increases company-paid life insurance to three times an employee's regular annual wages. It was double.

It also mandates coverage under the company's United Kingdom accident insurance of Reuters Canada employees injured or killed while covering "war, insurrection, hostility, riot or civil commotion." The insurance provides up to 10 times annual salary for employees or their dependents.

Other pay increases under the settlement include:

✓ Starting reporters, deskpersons and photographers: Up by a total of \$117.78, to \$696.31 a week, in increments of \$28.93 (retroactive), \$30.37 (to \$637.83 on April 1), \$31.90 and \$26.58.

✓ Senior reporters, deskpersons and photographers (a flat min-

imum): Up by \$203.51, to \$1,205.08, in increments of \$50.08 (retroactive), \$51.90 (to \$1,103.55 on April 1), \$55.18 and \$46.35.

✓ Senior technicians (also a flat rate): Up by \$180.75, to \$1,026.21, in increments of \$49.54 (retroactive), \$44.75 (to \$939.75 on April 1), \$46.99 and \$39.47.

In addition, the April 1, 1994, increases will be more than 4% if the December 1992-December 1993 Consumer Price Index for Toronto increases by more than 5%. The raises will be increased one for one by the excess of the CPI increase, to a maximum additional increase of 4%.

Conversely, if the CPI increase should be less than 3%, the April 1, 1994, contract increase will be reduced one for one, to a maximum reduction of 3%.

Vancouver petitions for 215 in circulation

(Continued from Page 1) in every day since," said Jan O'Brien, the Guild's administrative officer, who also assisted with the organizing. She said she expects the company to insist on a hearing by the IRC on the Guild's petition in advance of a representative vote, which must take place by March 16 under B.C. law.

The organizing effort is being subsidized by TNG's Organizing Fund.

The Guild also is assisting several assistant DAs who have filed complaints with another agency of the provincial government over the number of hours for which they are paid each work day. The agency is investigating.

TV group chooses Puerto Rico Guild

(Continued from Page 1) on the island, including those at the English-language San Juan Star, Spanish-language El Vocero, WAPA-TV, and the Associated Press bureau in the commonwealth. It also represents former employees of the closed El Mundo newspaper.

Last December, the Guild joined other advocacy organizations in opposing a federal grand jury's subpoena for WLII-TV re-

porter Daisy Sanchez's videotapes of her interview with two suspects in a \$7.1-million robbery in 1983.

Sanchez, the daughter of a Puerto Rican Teamsters leader, had vowed to go to jail rather than surrender the tapes, a stand that

drew the support of Puerto Rico's governor, churches and unions, including the Guild, and others.

After TNG and other groups filed friend-of-the-court briefs on her behalf, a U.S. District Court dismissed the subpoena.

Insurance drops questions on AIDS

Washington—The AFL-CIO Union Privilege program's term life insurance should become available in May to union members in Minnesota and Nevada, as it is to those in the other 48 states, a representative has informed the Guild Reporter.

Minnesota and Nevada have until now denied required state certification to the insurance because its underwriters have required applicants to answer questions about testing positive for exposure to the virus that causes the acquired immune deficiency syndrome

(AIDS). Those states forbid such questions.

Now, however, the underwriter has redrafted its application questions to conform with those states' statutes and approval should be forthcoming no later than May, according to Union Privilege Representative John McNab.

The Guild Reporter was unaware of the problem when it featured the Union Privilege programs available to U.S. Guild members, including the insurance program.



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Pay increases 3% in 1-year extension of CBC contracts

Toronto—Faced with the Mulroney government imposing more funding cuts on the nation's crown corporations, the Canadian Broadcasting Corp. and the Canadian Wire Service Guild have extended their contracts for a fourth year with no change except 3% across-the-board wage increases for the 800 covered employees.

Retroactive to Sept. 23, the increases range from \$11.84 a week (taking the editorial assistants' starting rate to \$406.48), to \$34.52 (putting the top minimum-pay rate for a group of senior editors at \$1,185.23 a week).

At the same time, the top minimum-pay rate for a third group of reporters and editors is pushed just over the \$1,000-a-week mark, to \$1,002.72 after a \$29.21 increase.

The raises were "set by government edict" that effectively prevented any real bargaining, said J. E. MacDonald, the Guild's executive officer and chief bargainer.

In voting concluded March 10, the CBC Guild unit's membership ratified the agreement concluded by union and CBC representatives two weeks earlier.

Top minimum for the pay classification containing about half the covered employees — including national writers, production editors, reporters/editors and national TV editorial researchers — is increased by \$25.95, to \$890.97 a week, for those with five years or more experience.

Minimum rate for beginners in the classification is raised by \$18.54, to \$636.66 a week.

Under a second contract, covering French Current Affairs employees, the top minimum-rate for hosts and national commentators/interviewers is increased by \$27.60, to \$947.60 a week. The top for commentators/interviewers goes up by \$24.90, to \$854.90. Both rates apply to those with two or more years' experience.

Under the first contract, top contract rate for senior reporters, including those covering national affairs, is increased by \$30.43, to \$1,044.63, for those with one year's experience.

The group advancing past the \$1,000-a-week mark under the contract extension is the highest rated of four groups of reporters and editors. It includes national, parliamentary and Newsmagazine reporters and senior newsroom, assistant national assignment and "integrated TV supper hour assignment" editors.

Top minimum for another of the four groups — including legislative and regional parliamentary reporters and assignment and program editors — is increased by \$28.44, to \$976.49 a week, for those with two or more years' experience.

Top for a third of the groups — which includes municipal affairs reporters and syndication and TV

lineup editors — is increased by \$26.60, to \$947.66 a week, for three of more years' experience.

Editorial assistants' top minimum rate is increased by \$13.40, to \$460.14 a week, for those with 18 months' experience.

Under the French Current Affairs contract, the flat minimum for on-camera meteorologists, all part-timers, is increased by \$13.50, to \$463.50 a week.

In addition, under the central agreement, CBC is to make a one-time lump sum payment of \$50,000 to the Canadian Wire Service Dental Plan and is to increase its regular percent-of-payroll contributions to the plan by 3%.

Firing of employee for home stop ruled unjust

San Diego—A circulation district manager at the Copley chain's San Diego Union-Tribune was unjustly fired for following a longstanding practice of performing work-related duties at home, an arbitrator has ruled.

In reinstating the employee with full back pay and benefits, arbitrator Louis M. Zigman also exonerated her of the company's charges of "misconduct and neglect of duty."

In its grievance, the San Diego Guild asserted the firing of Diana Lee in June 1990 was without just cause, that "the employer knew very well" district managers sometimes work at home, and that the practice "had been on-going for at least 30 years."

The company alleged Lee violated company rules by leaving her work area and that she was dishonest in explaining her at-home activities.

A company supervisor testified he watched Lee's home from his vehicle on June 3, 1990, during her Sunday-morning work shift. The supervisor said he saw a company van parked at Lee's house for an hour, and that he had a "hunch" she was not working.

In his Jan. 18 decision, Zigman found the "weight of the evidence" did not support the charges, and that Lee "was simply following along with her previous practice of doing some of her administrative duties at home."

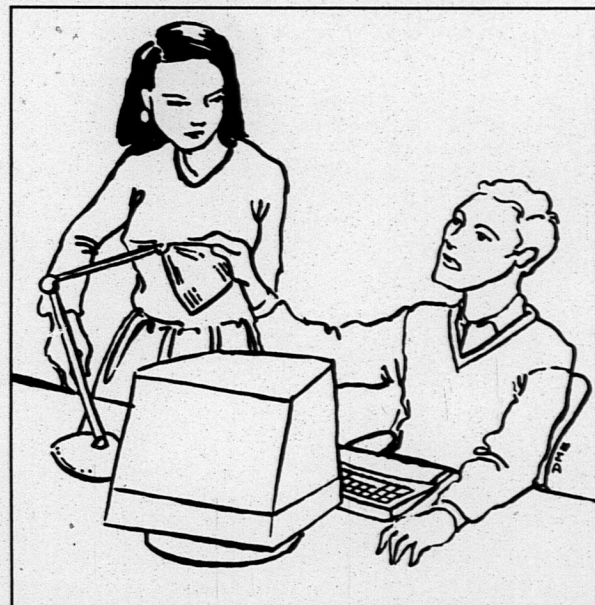
The arbitrator also found that Lee "did provide an accurate time card" for her at-home work and that "she was in fact honest when questioned about her activities."

An 11-year employee of the Union-Tribune, Lee has received about \$68,000 in back pay and benefits, but decided not to accept reinstatement, the Guild reported. She received an additional \$12,000 in severance pay.

The ruling marks the second time in less than a year the Guild has prevailed in having overturned the firing of a woman district manager, each fired on "charges of dis-

Eisen touts VDT safety training kit from California

A kit containing the raw materials for a five-hour health and safety training program for VDT operators is being recommended to all Guild locals as "superb" by TNG's research and information director, David J. Eisen. Developed jointly by the occupational safety staffs at the University of California at Los Angeles and Berkeley, the program concentrates on operator participation and hands-on training, with no lectures, Eisen noted. Cost to Guild locals is \$50 per kit, from UCLA.



honesty on the job," the San Diego Guild's acting administrative officer, Ruthanne Greeley, pointed out.

Last May, an administrative law judge found the Union-Tribune had violated federal labor law by discharging Nancy Tetrault in November 1988 for what it alleged was "gross misconduct involving dishonesty" and other charges [Guild Reporter, May 10, 1991].

The law judge, however, agreed with the Guild assertion that Tetrault really was fired because of her union activities, including service on the Guild's negotiating committee.

Copley management has appealed that decision to the National Labor Relations Board in Washington, but Tetrault has been returned to her job, pending the NLRB's decision.

"It is apparent that some supervisors don't think women should be district managers," Greeley said. "This is a very good arbitration decision, and Guild members are very pleased with the ruling."

Zigman found that "other than mere supposition" the company presented no "direct and/or substantial evidence" for its conclusion that Lee was dishonest about working at her house.

The arbitrator also noted that Lee's supervisor "acknowledged that he had never once told her that she was not allowed to go home or off-site."

Lee testified she had been going home to perform company work for 11 years, and two other district managers testified they performed such work at home for the past 30 years, with their supervisors' approval.

The arbitrator also rejected as unpersuasive the company's belated argument during the arbitration that Lee's "job performance was a problem which also justified termination."

127 Guild jobs slashed in San Diego

San Diego—A total of 170 employees, including 127 Guild-covered workers, lost their jobs when Copley management completed the merger of its two San Diego dailies into the Union-Tribune in early February.

The San Diego Guild reported that 93 employees accepted union-negotiated enhanced benefits to resign or retire, with buyouts ranging up to \$50,000 for long-term employees. Another 34 bargaining unit employees were discharged with contractual severance pay.

When the dust cleared, 140 editorial department jobs had been eliminated, leaving a newsroom staff of 310 for the single publication. About 30 other jobs — printers, press operators and others — also were cut.

The Guild represents about 1,000 of the 1,700 remaining em-

ployees in all departments. Union and management representatives have begun talks on a new Guild contract for one expiring April 5.

The consolidated Union-Tribune has more pages of sports, business, opinion, entertainment and comics than either of its predecessors, which had competing news staffs for 60 years.

By late February, circulation for the new paper (a morning daily with afternoon editions) was running about 390,000, compared with 270,000 for the morning Union and 115,000 for the evening Tribune last year.

Since the merger was announced last September, there has been speculation that Copley plans to sell the combined paper, possibly to the Chicago-based Tribune Co. In a special memo, Publisher Helen Copley assured employees on Feb. 28 the paper was not for sale.

New speculation has risen that Copley instead could be eyeing the Escondido Times-Advocate and its new printing plant 25 miles north of San Diego. With 45,000 circulation, the suburban daily is the Union-Tribune's second-largest competitor, behind the Los Angeles Times.

Under the Guild-negotiated merger agreement, Union-Tribune job cuts can be made for up to 12 months, from last November's ratification. Union leaders anticipate more cuts, especially if the afternoon editions are not profitable.

Under the special agreement, resigning and retiring employees receive 2½ weeks of severance (25% more than under the contract) for each year of employment, with a minimum of \$5,000. Dismissed workers receive severance, to a maximum of 35 weeks.

Weekly pay rates up for 22 at Bay News

San Francisco—Under a wage-reopener agreement between the Northern California Guild and the Bay City News Service, pay is increased retroactively by \$4 a week for editorial department employees at all experience levels.

With the increase, top minimum moves to \$323.07 a week, and the starting minimum goes to \$244, all retroactive to last June. Under the same agreement, other terms of the Guild contract covering 22 employees remain the same and the contract is extended by three months, through Dec. 31.

Philadelphia's Jones leads council

Philadelphia—Delegates to the Middle-Atlantic District Council's winter meeting here March 7-8 elected Eugene B. Jones of the host Philadelphia Guild as president of the body for the next year.

They also honored Bert Atkinson of the New York Guild for his long and devoted service to the council, including the last four years as its president. Atkinson did not seek a fifth term.

Delegates also elected Clara Bennett of the New York Guild as vice president and Ken Crowe of

the Albany Guild as secretary. They re-elected Jack Wallace of Wilkes-Barre as treasurer. Jones had been secretary and Crowe had been vice president.

The council also heard reports from TNG President Charles Dale and Int'l Chairperson Peter E. McLaughlin as well as Vice Presidents Carol D. Rothman, of Philadelphia, David M. Mulcahy and Richard J. Brandow, both of New York.

The council will hold its spring meeting May 9-10 in Albany.

Guild represents 9 at Vancouver Press Club

Vancouver—The Vancouver Guild has been certified as the union representing all nine employees of the Vancouver Press Club.

The British Columbia Industrial

Relations Council issued the certification after the club's bartenders, bus people and cleaners voted for the Guild by 9-0 in December, reported Jan O'Brien, the Guild's administrative officer.

Newsroom key up \$86 in new Scranton pact; top will go to \$677

Scranton, Pa.—The top minimum-pay rate for reporters and photographers increases by a total of \$86, to \$677.09 a week in the final year of a four-year agreement between the Scranton Guild and the Scranton Times and Tribune.

The increase comes in four increments, two of them retroactive: a first hike of \$22 effective from Oct. 1, 1990, and a second \$22 raise from Oct. 1, 1991, making the current top minimum \$635.09.

Back pay for most reporters and photographers totaled more than \$2,000 each, Scranton Guild President Victor Alfano estimated.

Additional raises of \$21 are scheduled for this Oct. 1 and on Oct. 1, 1993. Employees also will receive \$200 lump-sum payments this April.

Ratified March 1, the agreement covers 51 newsroom workers at the Lynette family-owned evening Times and the morning Tribune.

When the old Tribune was closed in May 1990, the Times

bought its name and circulation lists, using the name for the morning edition.

Top minimum for a variety of editors increases by a total of \$88, to a top of \$699.09 a week for wire editor; to \$696.59 for assistant city editor, news editor and makeup editor; and to \$691.59 for copy editors, state editor and Sunday editor.

Also under the agreement, an additional year is added to the minimum-pay schedule for correspondents. Their new top, up by a total of \$94.05, and applicable after four years' experience, moves to \$507.82 in the final year.

Top minimum for assistant librarians advances by \$62.50, to \$408.29, and for library clerks by \$60.84, to \$385.94.

The employer also agreed to increase its weekly contribution by a total of \$12.50 per employee for health benefits, in increments of \$5 this year, \$2.50 next year, and \$5 in 1994.

Leo Zalucha, Peoria pioneer

Mt. Horeb, Wis.—Leo Zalucha, a Guild pioneer in Peoria and later a longtime desk person and editor at the Chicago Times and the Sun-Times, died recently in a nursing home here. He was 82.

After 50 years in journalism, Zalucha retired from the Sun-Times as a telegraph editor in 1978, then worked until 1985 at his hometown paper in Crystal Lake, Ill.

While a reporter at the old Peoria Transcript (now the Journal Star) in mid-1936, Zalucha and two others began a Guild organizing effort only to be fired one day after the first meeting.

Using tactics the Guild now calls "innovative strategies," the Peoria group started a subscription-cancellation drive against the Transcript and induced the city council to pull its legal ads, recalled Irv Kreisman, one of the three fired employees.

Townsend leads New England council

Bedford, N.H.—Robert Townsend of the Brockton Guild was elected president of the New England District Council during its winter meeting here Feb. 21-23.

Townsend, who had been the council's vice president, succeeds David Langzett of Portland, who did not seek re-election after two years in the post.

Jim Schaufenbil of the Manchester Guild, which hosted the

meeting, was elected the council's 1st vice president, and Frank Santafede of Providence was elected 2nd vice president, a new office. Dale King of Pawtucket was re-elected secretary-treasurer. None of the offices was contested.

Earlier the same weekend, directors of the New England Servicing-Organizing Program held their annual meeting here also, and re-elected Thibeault, of Manchester, chairperson, and elected Henry J. Collins of Salem, secretary-treasurer. Collins replaces Carol Nichols of Brockton, who did not run.

Vancouver

Mike Bocking, president; Beverly Greene, 1st vice president; Andrea MacBride, 2nd vice president; Alice Busby, secretary; Mike Rand, treasurer.

Victoria-Vancouver Island

Joe Ravick, president; Roger Stonebanks, 1st vice president; Dennis Nazar, 2nd vice president; Nancy Carroll, secretary; Doug Davis, treasurer.

Washington-Baltimore

Connie Knox, president; Keith Sinzinger, vice president; Mary Esslinger, secretary; Ken May, treasurer.

Buffalo

Richard Schroeder, president; Sina Williams, vice president; James Madore, secretary; Harold Blatchley, treasurer.

Milwaukee

Jack Norman, president; Larry Sandler, 1st vice president; Priscilla Ahlgren, 2nd vice president; Carol Wahlen, recording secretary; Joel McNally, corresponding secretary; Bob Helbig, treasurer.

Scranton

Vic Alfano, president; John Murphy, vice president; Borys Krawczeniuk, secretary; Margaret Emery, treasurer.

Providence Guild's Follies adds \$10,000 to fund



TIM SCHICK/Providence Guild

Part of the cast of the Providence Guild's 1992 Follies show—members all—gathers on stage for the finale in the union's 18th annual night of satirical songs and skits Feb. 28. The sell-out audience of 1,200 local, regional and national political figures and Guild members enabled the Guild to add more than \$10,000 to its scholarship fund from the show's proceeds.

Vancouver hikes upheld

Vancouver—The British Columbia Industrial Relations Council (IRC) has upheld an arbitrator's decision that led to wage upgradings of \$183 a week for a half-dozen Vancouver Province and Sun credit-dept. employees.

Arbitrator John Kinzie, ruling last May on a grievance by the Vancouver Guild, held the jobs of the papers' ledger telephone collectors had "substantially changed" and ordered their pay adjusted accordingly, to just over \$726 a week.

Under the Guild's contract with the Southam papers, compensation must be negotiated when a job is changed, and the pay rate submitted to arbitration if no agreement is reached within two months.

The IRC, in a Dec. 9 decision, rejected the company's appeal on

grounds the award was improper because the job changes occurred over a longer period than covered by the relevant contract.

The council held "the union is not compelled to negotiate adjustments for incremental changes in each round of negotiations or forever lose their right to obtain those adjustments."

It further found the Guild's failure to achieve upgradings for the group during 1984 contract talks did not mean the union "permanently abandoned" its contention that changes in the job before that date required pay adjustments.

In 1984, the Guild proposed reclassifying the collectors to the key level and in 1987 sought a job-evaluation program for numerous employees, but no agreement was reached on either proposal.

IT



SEEMS TO US

Oshawa leader reports action on funds dispute; TNG's Dale responds

OSHAWA, ONT.

Editor:

Members of the Oshawa unit of SONG voted unanimously at their annual meeting Feb. 26 to tell TNG to abandon its court challenge of the transfer of SONG assets to a nonprofit corporation.

The Ontario courts have ruled the local did nothing wrong by transferring our building and defense fund to the corporation. TNG seems unable to accept the court decision or the democratic choice made by SONG members. It's willing to spend thousands of members' dollars on this fight just months after it pleaded poverty to get a \$1-a-month dues increase for what it said was organizing.

TNG argues that SONG members need protection from the local leadership. Oshawa members clearly showed they have more confidence in the local leaders than they do with the meddlesome international. And Oshawa members are tired of TNG spending scarce dollars to overturn democratically made local decisions.

This motion wasn't a political

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue. Deadline: Friday before publication. (Next deadline: March 27.)

ploy by the local leadership. It came from the floor, from members who want trade unions to fight employers, not their own locals.

As Chris Almey, who moved the motion, said, "If the international keeps this sort of action up, they'll start the War of 1812 all over again."

MARK STEWART,

Chairperson

Oshawa unit

Southern Ontario Guild

Editor's note: Asked if he wished to respond to Brother Stewart's letter, TNG President Charles Dale wrote as follows:

Editor:

Oshawa members of SONG should reconsider the implications of removing key local assets from membership control.

Our obligation under TNG's Constitution is to protect members' assets in the event SONG's

officers implement threats to displace TNG. We have no intention of abandoning that obligation.

Ontario law is clear — any action by a union to disaffiliate from its parent body must be in strict accordance with its Constitution or must be unanimous among its members. Courts have ruled that a local's assets remain with the loyal members who oppose disaffiliation.

The incorporated trust puts SONG's millions out of the reach of Guild members who elect to remain in TNG.

The reference to TNG's court action is factually incomplete. TNG sought a temporary restraining order to block the fund transfer. The court had to determine whether irrevocable harm would result if a TRO was not issued. A TRO wasn't granted after SONG's president testified she was unaware of any move to displace TNG.

With SONG's officers seeking an alternative to TNG since then, it appears that TNG's interests in protecting rank and file members was and remains valid.

CHARLES DALE

President

The Newspaper Guild

Labor makes OSHA reform a legislative priority

Silver Spring, Md.—Guild members in U.S. locals are being urged to support attempts to strengthen the federal Occupational Safety and Health Act, including the requirement of effective standards to prevent repetitive strain injuries (RSI).

Bills requiring major reforms of the 22-year-old law have been introduced in the Senate and the House, and the labor movement has made passage a legislative priority.

Other than the bill to ban strikebreakers, "there is no legislation closer to the marrow of Guild workplace concerns, and it has an excellent chance of passing," TNG President Charles Dale said in a Feb. 19 letter to U.S. locals. "Please exert all your efforts to help push it over the top."

"The very least is to tell your congressional representatives that you want them to support and co-sponsor the Comprehensive Occupational Safety & Health Reform



OSHA reform advocates are using materials like this to build backing for S.1622 and H.R.3160.

Act — S. 1622 in the Senate and H.R. 3160 in the House, Dale wrote.

"Guild members beset by a growing plague of RSI don't need to be convinced that occupational safety and health is a major priority," he said, adding:

"We can do much to implement that concern by collective bargaining and grievance procedures. But integral to those efforts ... is the big stick of the Occupational Safety and Health Administration (OSHA)."

Last October, TNG's Int'l Executive Board unanimously supported the reform legislation, saying the proposed law would put "badly needed muscle" into OSHA's "flabby structures of standard setting and enforcement" [Guild Reporter, Oct. 25, 1991].

The AFL-CIO also is making the reforms a major focus of labor's annual Workers Memorial Day, set for April 28.

In his letter, Dale told locals they can obtain fact sheets and other material from the AFL-CIO's Dept. of Occupational

Safety and Health "that can be effective in mobilizing membership support."

In recent weeks, 15 unions and companies, all members of the Occupational Health Forum, have notified U.S. Labor Dept. officials of their support for amending the federal law.

Unions signing the statement included the Communications Workers, Auto Workers, Carpenters, Service Employees, Steelworkers, Rubber Workers and the Industrial Union Dept. of the AFL-CIO.

The companies were: Dow Chemical, DuPont, ARCO, Bristol-Myers Squibb, Owens Corning, Occidental Petroleum, Grace, Manville and Crum and Forster.

The forum, established three years ago to foster consensus between labor and management, agreed about the importance of "employee participation in the workplace in matters affecting their safety and health."

The signers urged that "vital questions regarding workplace safety and health not become a battle between adversaries," and rejected claims by some industry representatives that labor's hidden interest in OSHA reform was for labor law reform.

The fire that killed 25 workers behind locked doors at a North Carolina chicken-processing plant last September has focused attention on deficiencies in the federal law and its enforcement.

The reform law would mandate standards on major hazards, such as causes of RSI in office and industrial jobs. It would allow OSHA inspectors to quickly shut down dangerous jobs; give employees the right to refuse unsafe work; and set jail terms and fines for employers knowingly putting workers at serious risk.

The reforms also would require safety and health training for all workers, mandate joint employee-management safety and health committees, extend coverage to all public employees, and permit employee participation in enforcement activity.

Each year, more than 10,000 U.S. workers are killed on the job, and 50,000 to 100,000 others die from occupational disease, according to the AFL-CIO.

More than 6 million workers are injured annually, and 60,000 are permanently disabled.

TNG protests cuts at Canada safety center

Silver Spring, Md.—Following protests by TNG and other unions and union groups, the Mulroney government has partially restored funding for the Canadian Centre for Occupational Health and Safety (CCOHS), but not at previous levels.

In a Feb. 21 letter to Canadian Minister of Labour Marcel Danis, TNG President Charles Dale denounced the proposed cuts and reported that Guild members in Canada "are shocked at the death warrant" the government has issued for CCOHS.

The Hamilton-based information service had been slated to lose all federal funding by this April, forcing its closure, but instead has been granted \$3 million from Ottawa for next year.

The widely respected center, however, still will have to raise at least \$5 million on its own if it hopes to maintain existing ser-

vices. Threatened are free services and up to 27 staff jobs, out of 124 total, said CCOHS President J. Arthur St.-Aubin.

For the past three years, the government has demanded that the center become self-sufficient, asserting that labor, business and provincial governments should make contributions to keep it going.

The co-operative funding "never really got off the ground," however, and the government has been providing \$8 million to \$9 million annually, St.-Aubin said.

The center was created by Parliament in 1978 to provide a free health and safety information service to the nation, and has gained the respect of employers, unions and provincial governments alike.

In his protest, Dale said the Guild had "benefited incalculably" from its "pioneering work in assessing and protecting against the hazards of radiation from VDTs."

"I implore you to see that the

government's decision is reversed and that the center is granted sufficient funds to stay alive," Dale wrote to Danis.

In a letter to Canadians locals, Dale urged Guild members to send other protests to Danis and to Members of Parliament.

In that letter, Dale said "the CCOHS has been invaluable to Canadian labor in general and to the Guild in particular."

The Canadian Labour Congress mobilized an intensive campaign to restore CCOHS funding.

In a statement to Danis, the CLC labeled the cuts as "simply crass political maneuvering by a government who has wanted to shut down the center ever since it came to power."

"The qualities and accomplishments of the center are there for all to see, and most see them except a government blinded by an ideological drive to privatize, commercialize and pauperize everything in sight," CLC Executive

Vice-President Dick Martin wrote to Danis.

The CLC also helped form an alliance of business and labor groups supporting the center. The coalition, called the Canadian Labour Market and Productivity Centre, said closing the CCOHS would "not only mean more death and injury on the job, but also undermine our national competitiveness."

The alliance includes the CLC, the Canadian Federation of Labour, the Business Council on National Issues, the Canadian Chamber of Commerce and the Canadian Manufacturers' Assn.

First pact sets rates for labor group

San Francisco—A first Northern California Guild contract covering seven employees of the California Labor Federation, AFL-CIO, sets base annual wages that range from \$39,960 (\$768.46 a week), for field representatives, to \$62,216 (\$1,196.46 a week) for the research director and legislative assistant.

The federation's professional staffers asked the Guild to represent them last spring. The three-year contract was completed in the fall in bargaining with the federation's top officers.

The contract also provides for

pay increases over its term that range from 7.4% for the top-paid employees to 16.6% for those on the low end.

It also includes three to six weeks' vacation, 14 paid holidays and tuition reimbursement of up to \$750 a semester for courses related to covered employees' jobs.

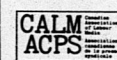
Job-security provisions include a requirement for a month's notice to the Guild of intentions to reduce the force, eight weeks' notice to any employee to be laid off, and up to six months' fully paid insurance and benefits for any employees dismissed for economy.



Guild Service Award, nomination deadline, April 3, TNG headquarters, Silver Spring, Md.
Int'l Executive Board, spring meeting, April 26-30, TNG headquarters, Silver Spring.
Western District Council, spring meeting, May 2-3, San Francisco.
Middle-Atlantic District Council, spring meeting, May 9-10, Albany, N.Y.

Great Lakes, Midwest and Southern District Councils, joint spring meeting, May 16-17, Omni Hotel, Baltimore.
59th Annual Convention, June 29-July 3, Congress Hotel, Chicago.
Midwest District Council, fall meeting, Nov. 7-8, Milwaukee.
1st Biennial Convention, July 19-23, 1993, Sheraton Waikiki Hotel, Honolulu.

The Guild Reporter



JAMES M. CESNIK, Editor
JOHN R. SMALL, Assistant Editor

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